WELCOME & ANNOUNCEMENTS
INTRODUCTION OF NEW EMPLOYEES

Mia Ritter
Assistant Dean of Admission
Admission Office
Effective Date: 7/13/15

James C. Walsh
Assistant Dean of Admission
Admission Office
Effective Date: 8/3/15
INTRODUCTION OF NEW EMPLOYEES

Robert (Sam) Welch
Assistant VP & Executive Director,
Career & Life Outcome Center
C&D Career Center
Effective Date: 6/1/15

Vanessa Buono
Assistant Director of Visual Communications/Graphic Designer
C&D Communications
Effective Date: 8/10/15
INTRODUCTION OF NEW EMPLOYEES

Mona M. Dunn
Visual Communications
Production Manager
C&D Communications
Effective Date: 5/18/15

John M. Forbes
Major Gift Officer
C&D Development
Effective Date: 9/1/15
INTRODUCTION OF NEW EMPLOYEES

Lisa M. Brigandi
Office Coordinator,
Counseling & Psychological Services
Counseling Center
Effective Date: 8/17/15

Heather Cosgrove
Psychologist
Counseling Center
Effective Date: 8/3/15
INTRODUCTION OF NEW EMPLOYEES

Reese Minshew
Counseling Center, Post Doctoral Fellow
DOS Health & Safety
Effective Date: 8/32/15

Ryan Davis
Acting Asst. Director for Student Engagement
DOS Student Engagement & Leadership
Effective Date: 8/5/15
INTRODUCTION OF NEW EMPLOYEES

Richard Conrey
XRF Sr. Laboratory Technician
Geosciences
Effective Date: 7/20/15

Laureen Wagoner
XRF Laboratory Technician
Geosciences
Effective Date: 7/20/15
INTRODUCTION OF NEW EMPLOYEES

Anne M. Dinneen
Chief Investment Officer
Investments Office
Effective Date: 5/15/15

Kyle T. Burnham
Educational Technologist
Library & Information Technology Services
Effective Date: 7/1/15
INTRODUCTION OF NEW EMPLOYEES

Marieke K. Davis
Service Counselor
Opportunity Programs
Effective Date: 8/10/15

Laura J. Falkowitz
Assistant Volleyball Coach
Physical Education
Effective Date: 8/13/15
INTRODUCTION OF NEW EMPLOYEES

Honora Fallon-Oben
Assistant Women’s Lacrosse Coach
Physical Education
Effective Date: 8/10/15

John Hartpence
Asst. Cross Country, Track & Field Coach
Asst. Men’s Basketball Coach
Physical Education
Effective Date: 8/3/15
INTRODUCTION OF NEW EMPLOYEES

Joshua Meeks
Assistant Football Coach
Physical Education
Effective Date: 8/24/15

Brendan Ujvary
Asst. Men’s Soccer Coach
Physical Education
Effective Date: 8/1/15
INTRODUCTION OF NEW EMPLOYEES

Christopher VanAlstyne
Asst. Strength & Conditioning Coach
Physical Education
Effective Date: 8/24/15

Heidi Griffith
Custodian
Physical Plant
Effective Date: 6/10/15
INTRODUCTION OF NEW EMPLOYEES

Michele L. Horton
Work Control Coordinator
Physical Plant
Effective Date: 8/24/15

Barry F. Rivet
Assistant Director, Construction & Planning
Physical Plant
Effective Date: 6/22/15
INTRODUCTION OF NEW EMPLOYEES

Amber Spadea
Andrew W. Mellon Educator for School & Community Programs
Wellin Museum
Effective Date: 9/1/15

Andrew Arntsen
Wellin Museum Safety Officer
DOS Health & Safety
Effective Date: 7/14/15
INTRODUCTION OF NEW EMPLOYEES

Charles Miller
Wellin Museum Safety Officer
DOS Health & Safety
Effective Date: 5/7/15

Richard Signorelli
Wellin Museum Safety Officer
DOS Health & Safety
Effective Date: 4/15/15
Employee Environmental & Professional Development Committee

What EEPD did this summer:

- **8 Summer Community Lunches**
  - 4 Little Pub Grove
  - 4 McEwen Breezeway

- **3 Getting to Know Hamilton Events**
  - Kennedy Center Studio Arts Tour
  - New Morris House Tour aka Minor Theater
  - The Glen House & Outing Club Tour

- **Employee Art & Craft Exhibit** - Cancelled
Employee Environmental & Professional Development Committee

EEPД is planning:

- **2 Culinary Classes - January & March Breaks**
  - Sushi Making Class - You asked for it. Here’s your chance.
  - TBD - What would you like to see here. Soup to Nuts..

- **3 Getting to Know Hamilton Events**
  - Wellin Museum: The Journey North Exhibit - October
  - October Graveyard Tour
  - Outdoor Family Movie Night at The Glen House

- **Lunch Time Lectures - January & March Breaks**
  - How to do anything better mini workshops. Still in development...
Communications Committee:
Wellness Committee:
PRESENTATIONS
Harassment and Sexual Misconduct: Employee Obligations Under Title IX

SEPTEMBER 15, 2015
LISA MAGNARELLI, INTERIM SENIOR ASSOCIATE DEAN OF STUDENTS/TITLE IX COORDINATOR
Overview

• What is a Title IX Coordinator?

• Hamilton’s definitions, policies and current policy

• Employee obligations

• Resources

• Questions
What’s a Title IX Coordinator?

- Harassment (including sexual harassment and sexual misconduct) is a form of discrimination prohibited by Hamilton and by the federal government under Title IX.
- Every college and university receiving federal funding (including Hamilton) is required to have a Title IX Coordinator.
- Title IX Coordinators are responsible for educating the community AND for insuring that proper policies and procedures are in place to address any instances of harassment and sexual assault against members of the community.
Harassment and Sexual Misconduct Policies

- Policies apply to everyone at Hamilton College: faculty, staff and students

- Harassment and Sexual Misconduct Board (HSMB) investigate all formal complaints
What is harassment?

Verbal or physical conduct ... 

that is sufficiently severe, pervasive, persistent or patently offensive that it has the effect of unreasonably interfering with that person's ... academic performance, or that creates an intimidating, hostile, or offensive working, educational ... environment
And sexual harassment is ...

“unwelcome verbal or physical conduct of a sexual nature that has the effect of unreasonably interfering with an individual’s work or academic performance or that creates an intimidating, hostile, or offensive working, educational, or living environment.”
Forms of sexual misconduct:

1. Non-Consensual Sexual Contact
2. Non-Consensual Sexual Penetration
3. Sexual Exploitation
4. Retaliation
5. Domestic Violence
6. Dating Violence
7. Stalking
What is affirmative consent?

Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.
Affirmative consent, cont’d.

✓ Silence is not considered consent.
✓ Consent can be taken away at any time.
✓ Consent cannot be given when a person is incapacitated.
Highlights of our sexual misconduct policy:

- Only full-time employees and faculty at associate rank or above may serve on the HSMB, i.e. no students
- Students are allowed an advisor of their choosing, including attorneys
- More robust investigative process:
  - An external investigator (attorney) will partner with an HSMB member to form the Investigation Team
Highlights of our sexual misconduct policy:

- No hearings - Investigation reports are reviewed by a Harassment and Sexual Misconduct Review Panel (HSMRP), who will determine responsibility and recommend a sanction.

- Preponderance of evidence standard (more likely than not)
  - Not a criminal proceeding – HSMBRP charged with determining if our policy has been violated.

- Appeal process available to all parties.
Highlights of our sexual misconduct policy:

Sanctions include:

✓ Suspension
✓ Expulsion
✓ Notation on transcript
Employee Obligations

- All faculty and staff are designated as “responsible employees”

- You are **REQUIRED** to report the incident to the Title IX Coordinator which may or may not result in an investigation
What do you say?

- Explain that you are required to report: “before you tell me, I want you to know that I am obligated to report this to the Title IX coordinator.”

- Explain that they have the right to report to law enforcement if they choose; if they choose to report (either to law enforcement or the College), the College has an obligation to protect them from retaliation and to provide them with resources and support.
What do you say?

- Encourage the student to speak to a confidential resource (counseling center, health center or chaplaincy)

- Direct them to our policy and other online resources: [http://www.hamilton.edu.hsmb](http://www.hamilton.edu.hsmb)

- Call Lisa Magnarelli – 315-859-4802
Other considerations:

- Respond with sensitivity and compassion
- “I appreciate that you have shared this information with me. Please understand that I need to report the incident to the Title IX Coordinator so we may try and prevent it from happening to someone else.”
- Ask how you can help – be honest about what you can offer
- Be knowledgeable about available resources
Reporting to the Title IX Coordinator facilitates:

- Residence hall moves
- No contact orders
- Communication with faculty on extensions, etc.

*Interim measures* can be put in place while the process is underway and regardless of whether the respondent is found responsible
My pledge as the Title IX Coordinator:

- Strict privacy
- Thorough, fair and expeditious complaint process
- Regular and honest communication
Resources

Direct the student to confidential help:

- **Counseling Center**
- **Health Center**
- **Chaplains**

Report:

- Lisa Magnarelli, Title IX Coordinator: lmagnare@hamilton.edu or 315-859-4020
- Harassment and Sexual Misconduct Board: http://www.hamilton.edu/hsmb
Questions?